

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
Service Employees International Union (SEIU) – Local 1000  
Bargaining Unit 20  
Medical and Social Services**

**General**

In recognition of the Governor's proposed 2008/09 budget and the State's existing and projected fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State.

The employer recognizes that the Unit 20 contract expires June 30, 2008 (with the exception of the Plata/Perez Equity Salary Agreements regarding full compensation that expire June 30, 2010), and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is arguably within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

- Article 1 – Recognition
- Article 2 – Union Representation Rights
- Article 3 – Union Security
- Article 4 – State's Rights
- Article 5 – General Provisions
- Article 6 – Grievance and Arbitration Procedures
- Article 7 – Holidays
- Article 8 – Leaves
- Article 9 – Health and Welfare
- Article 10 – Health and Safety
- Article 11 – Salaries
- Article 12 – Allowances and Reimbursements
- Article 13 – Career Development
- Article 14 – Classification
- Article 15 – Transfer
- Article 16 – Layoff
- Article 17 – Retirement
- Article 18 – Permanent Intermittents
- Article 19 – Hours of Work and Overtime

Article 20 – Post and Bid

Article 21 – Miscellaneous

Article 24 – Entire Agreement and Duration

Side Letter 1 – Golden Handshake

Side Letter 2 – Streamlining the State Safety Retirement Process

Side Letter 3 – Domestic Partner

Side Letter 4 – Labor/Management Committee, California School for the Deaf

Side Letter 5 – Holidays, State Special Schools

Side Letter 6 – Alternate Range Criteria Counselor at State Special Schools

Side Letter 7 – Overtime Distribution at the California School for the Deaf, Riverside

ADDENDUM I – Time off for Victims of Domestic Violence

**New Proposals**

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.